



**Our Lady's Bishop Eton Primary School**

# **Anti-Bullying Policy**

*Living, Loving, Learning In Jesus*

## **Anti-Bullying Policy**

Our school states that bullying in whatever form will not be tolerated. We aim to create a caring happy, listening environment where everybody will respect each other and accept differences. We encourage all who come to our school to feel good about themselves. The school shall make no discrimination of differentiation on the grounds of race, colour or ethnic background and shall treat every person with equality, esteem and respect. We are all mutually responsible for the wellbeing of each other and ultimately it is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos. Bullying can cause a great deal of unhappiness; the only efficient way to deal with bullying is to bring it out into the open.

### **What is Bullying**

The pupils of Our Lady's Bishop Eton have agreed the following definitions through discussion, assemblies, school council meeting:

- Bullying hurts
- Bullying frightens
- Bullying threatens
- Bullying is not a one off

Bullying is the persistent use of any kind of behaviour with the intention of hurting another person and which results in pain and distress to the victim. There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves.

Following whole school consultation at Our Lady's Bishop Eton, we defined bullying as having occurred Several Times On Purpose (STOP) which is indicated to children with a NO.

All staff, Governors, pupils and parents should have an understanding of bullying and clear procedures for reporting bullying should be understood and followed.

The school will be proactive in respect of unacceptable conduct which occurs outside the school that is connected to the school:

### **Types of Bullying**

- Physical – Pushing, kicking, hitting, spitting, biting, punching or any use of violence
- Verbal - Threatening, name calling, sarcasm, spreading rumours, teasing
- Indirect – Ignoring or excluding from groups, tormenting (i.e. hiding books, threatening gestures) being unfriendly, glaring, staring

### **Discriminatory**

### **Religious**

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- Anti-religious language or treatment

### **Racial**

- Racial taunts, graffiti, gestures

### **Sexist**

- Sexist remarks, offensive stereotyping or belittling

### **Homophobic /Biphobic and Transgender**

- Name calling, often use of HBT language

### **Sexual**

- Unwanted physical contact

### **Disability**

- Physical, verbal, emotional abuse of a person because of their disability

### **Cyber Bullying**

- Mobile, Internet or Social Media used to taunt or abuse others. (This is a very specific type of bullying from outside school which impacts within school and needs to be dealt with)

### **How do you know if someone is being bullied?**

The person might seem quiet, scared, tearful or upset. The victim might start missing school or might not want to join in with games and activities. Their schoolwork might suffer and bags, sports kit or other possessions might go missing.

### **How do bullies behave?**

Bullies like to have power over people. Bullies are often loud and bossy but not always. Sometimes they work alone and sometimes in groups. Bullies try to scare people. Often they are very cowardly and try to persuade others to join in with them. Bullies often spread horrid rumours about people.

### **What the school is doing**

- Safeguard all children who report bullying and always listen to any concerns.
- Ensure regular training updates occur for staff on identifying bullying and following school policy and procedures and they are alert to signs of distress and other possible indications of bullying.
- Ensure children are aware of who to speak to in school.
- Regularly canvas children's views on the extent and nature of bullying in school.
- Involve children in anti-bullying campaigns, participation in National Anti-Bullying week and updating the policy.

- Class teachers will discuss bullying openly and the effects of bullying on a regular basis as part of their Literacy work, drama, class councils and through units of work in the SMSC curriculum. All children will be taught about their rights and responsibilities to others.
- Ensure playgrounds have a high level of supervision during playtimes and lunch breaks.
- Whole school termly focus on Anti-Bullying and whole school termly focus on school values
- When necessary, a class, Key Stage or School Assembly is arranged to reinforce the anti-bullying message.

#### **What the staff are doing at school?**

- Be good role models by word and example showing that everyone is equal and treat each other respectfully.
- Listen and take time to talk to children who disclose bullying, take what they say seriously and investigate and report to member of SLT.
- Be alert to signs of distress or other possible signs of bullying eg changes in behaviour
- Be consistent with consequences for bullying.
- Boost children's self-esteem with praise, compliments, encouragement and use of Class Dojos.
- Safeguard all children who report bullying.
- Ensure the school playground is patrolled effectively and highly supervised.
- Address the importance of friendship in SMSC and class council meetings particularly with regard to the development of the emotional and social competence of pupils. The process will include how to make friends and how to cope with friendship breakdowns and reinforce the importance of class identity.
- Facilitate School Council meetings with representatives from each class forming a School Council and ensure awareness of their role in school. Problems, issues and concerns of the pupils are discussed openly and, wherever possible, solutions are found. All children are encouraged to discuss concerns and rights and responsibilities through regular class council meetings.
- All complaints are investigated and if found necessary, parents of victims and bullies are contacted immediately. Sometimes it may be necessary to arrange a meeting with both sets of parents to discuss the issues.
- Bullying is an open subject, it is discussed at assemblies and in class and children are encouraged to discuss any problems.
- Anti-bullying messages and information including the telephone numbers of CHILDLINE will be displayed around school and staff are encouraged to seek support from outside agencies if necessary

- Children are encouraged to accept responsibility for their actions.
- Children are told that hurting people, whether physically or emotionally, is wrong.
- Emphasis is placed on caring and kindness to counteract bullying behaviour. Language such as 'Why have you chosen to ...?' is used to encourage the child/children to think through their actions. Children are taught strategies of how to deal with bullying through SMSC and the schools restorative justice practices.
- Every effort is being made to develop a positive attitude in all the children whereby tolerance of others and respect for individual differences are seen as being of paramount importance in relationships with others.

### **The school procedures**

The school will:

- Take all bullying problems seriously.
- Investigate all incidents thoroughly.
- Ensure appropriate actions are taken (see behaviour policy also)
- Keep a written record of the incident, investigation and outcome. (including sanctions)
- Monitor behaviour regularly.
- Inform parents of concerns.
- Provide relevant support to the victim, bully and family if necessary.
- Participate in National Anti-Bullying Week
- Monitor and review the policy

### **What will the school do for the victim?**

The school will:

- Reassure the victim that the bullying will stop and that telling does not rebound on the victim.
- Support the victim by listening and by encouraging them to talk about their experience.
- Encourage the victim to accept the bully's apology if appropriate.
- Tell the victim who to turn to should any further problems arise.
- Involve school Family Support Worker if appropriate.
- Monitor to ensure bullying does not continue.

### **What will the school do for the bully?**

The school will:

- Talk to the bully/bullies to get the bullying stopped.
- Try to find out why the bullying is happening.

- Involve school Family Support worker if appropriate
- Try to solve the problem between the bully/bullies and the victim.
- Tell the bully how the victim is feeling.
- Help the bully to accept responsibility for his/her actions.
- Help the bully to change his/her behaviour by keeping in contact with them.
- Do everything it can to help a bully who admits he/she has a problem.
- If appropriate bring the victim and bully together, with an adult present, for the bully to apologise to the victim.
- Ensure appropriate sanctions are given (see behaviour policy)
- Monitor behaviour to ensure it does not continue.
- If necessary, the child will be placed on report and will report to the Headteacher's office at the beginning and end of each day and will be collected by the parents/carers.

The ultimate sanction is exclusion from school. As a school we have a responsibility before resorting to this, to do everything reasonably possible to effect a change in the behaviour of the bullying child, so that they can ultimately live in an adult world showing empathy to other people.

### **Tackling cyberbullying**

Mobile, internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide; but their popularity provides increasing opportunities for misuse through 'cyberbullying'. School staff, young people and parents have to be constantly vigilant and work together to prevent this form of bullying and tackle it whenever it occurs.

What is cyberbullying?

Research commissioned by the Anti-Bullying Alliance identifies the following categories of cyberbullying:

- Text message bullying
- Picture/video clip bullying
- Phone call bullying
- Email bullying
- Bullying through instant messaging
- Bullying via websites

### **Who is most vulnerable?**

Because of the anonymity that new communications technologies offer, anyone with a mobile phone or internet connection can be a target for cyberbullying. What's more, bullies can reach much larger numbers within a peer group than they can with conventional bullying, for example, vindictive

comments posted on a website can be seen by a large number, as can video clips sent by mobile phone.

### **School Procedures**

We have a Code of Practice which is agreed and distributed to all parents/carers.

- Year 6 Pupils at Our Lady's Bishop Eton Primary School may bring their mobile phone to the school office at the beginning of the day and pick it up at the end of the day. No other year groups are allowed to bring mobile phones into school unless by prior arrangement with the Headteacher.
- As part of the ICT curriculum pupils will be taught about safe internet etiquette and the risks of new communication technologies, the consequences of their misuse and how to use them safely.
- All e-communications used on the school site are monitored.
- We advise our staff and pupils never to give out personal contact details online or post photographs of themselves on sites.
- We advise our pupils that they should not respond to abusive emails, text messages or phone calls and should always tell an adult.
- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside the school.
- We will work with other outside agencies to manage cyberbullying.
- We will take action if a pupil is being cyberbullied or is bullying someone else.
- We have established good links between our school and counselling organisations and will seek advice and support if and when necessary.
- Any incidents which occur outside school which have (or may) continue to be an issue in school will be investigated and dealt with appropriately. This would usually involve discussions with parents/ carers of children involved
- The Senior Leadership Team will review this policy on a regular basis and the Headteacher reports to the Governors on the effectiveness of the policy. It is formally reviewed annually responding to the views of the children, staff and parents.

This policy will be Continually monitored and reviewed automatically on a 2-year cycle